

# people first



**WELCOME TO THE  
FUTURE OF WORK**



# **WORK DOES NOT WORK**

Despite advances in technology, our work lives are pretty much the same as they were 100 years ago. We still follow practices dating back to the last century and have an old-fashioned approach to people management.

Instead of making our lives easier, technology has failed to liberate us from repetitive tasks, and has created a world of endless noise and distractions.

Gallup found that over half of employees have 'checked out', sleepwalking through the day just to reach the end. Employee disengagement is more than just a human crisis – it directly affects the top and bottom line too.

The need for change has never been greater.





# **SO LET'S** ***FIX IT***

We believe that work should be stimulating, motivating and inspiring – something that nurtures talent, helps individuals realise their full potential, and delivers the experiences they seek. That's why we built People First, a software platform and work ethos designed to enable a better and more productive way of working for us all.

People First combines cutting-edge technology with game-changing ideas to put employee engagement and wellbeing at the heart of business processes.

The result? Enjoyable, productive and sustainable high performance for everyone.



A photograph of two young children swinging on a swing set. The child on the left has blonde hair and is wearing a dark blue long-sleeved shirt. The child on the right has brown hair and is wearing a light blue long-sleeved shirt and red shoes. They are both seen from behind, swinging on a yellow seat. The swing set has an orange frame and metal chains. The background is a plain, light-colored wall.

# ***PEOPLE FIRST*** **ALLIANCE**

In traditional employment contracts, employers have virtually all the control. Despite the changing expectations of the workforce, there is still very little input from employees, and often no room for autonomy.

People First supports a grown-up conversation between employee and employer, moving from a relationship that is very one sided to that of a true partnership, where the balance of power exists and can be exercised on both sides.

On the employer side, operating a workforce is replaced with working together to enhance the business – a new arrangement that offers workers something beyond wages.



# ***THE SCIENCE OF FLOW***

Have you ever been so absorbed in your work that you completely lost track of time? This state of mind is known as flow, and helping you achieve it is central to our work at People First.

Why? Because we are at our happiest and most productive when in a state of flow.

People First helps each individual understand what makes them tick – the unique ingredients needed to get them in the flow.

This involves structuring the environment and tasks to keep the individual 'in the zone,' maintaining levels of challenge and skills without it becoming too stressful or boring.







# ***HOW IT WORKS***



# ***PERSONAL*** ***DIGITAL*** ***ASSISTANTS***

Our digital personal assistant helps employees manage their daily workload, speeds up transactional processes and answers their queries – and is available anytime, anywhere via their smartphones.

Like a Fitbit for work, it allows employees to track their daily performance, helping them understand the unique conditions needed to get in the flow, while Focus Mode protects them from the endless noise of work by blocking all but the most important emails and alerts.





A photograph of a young child wearing a hat and overalls, walking along a wide stone ledge. A bright spotlight from above illuminates the child and the ledge, creating a strong contrast with the surrounding shadows. The background is a wall of large, light-colored stone blocks.

# **PRAGMATIC PEOPLE ANALYTICS**

People First give you access to data that can influence the lives of real people working in your organisation, helping you make better, more employee-centric decisions.

Instead of old-fashioned dashboards and reports, People First provides you with real-time insights relating directly to your employees, work and goals.

This is not data collection for data collection's sake, but an opportunity to understand the people at the heart of your organisation, and make decisions to improve their happiness and productivity.





# ***AUGMENTED CHECK-INS***

Progressive companies are now replacing annual appraisals with real-time check-ins, encouraging a culture of open communication and feedback.

## **Why not join them?**

People First guides managers and employees through the entire check-in process, from scheduling through to completion, and ensures that both parties are happy with the outcome. It even provides managers with ice-breakers and talking points based on employee-specific information, helping everyone get the most out of these vital meetings.



# ***SOCIAL*** ***PROFILES***

Each user has access to a customisable personal profile – a space where we get to know the real person behind the work.

The information here goes far beyond name and job title, giving us real insights into their personality based on their recent activity, feedback and recognitions.

All of this information can then be neatly packaged and presented as a unique social profile – a URL that they can copy and paste into any social media account to promote their own personal brand.







# ***COLLABORATIVE*** **WORKSPACE**

People First allows you to create and work within projects, goals and tasks, setting owners and team contributors along the way.

Using the social, video and telephony tools, teams collaborate in driving performance and changing business outcomes.

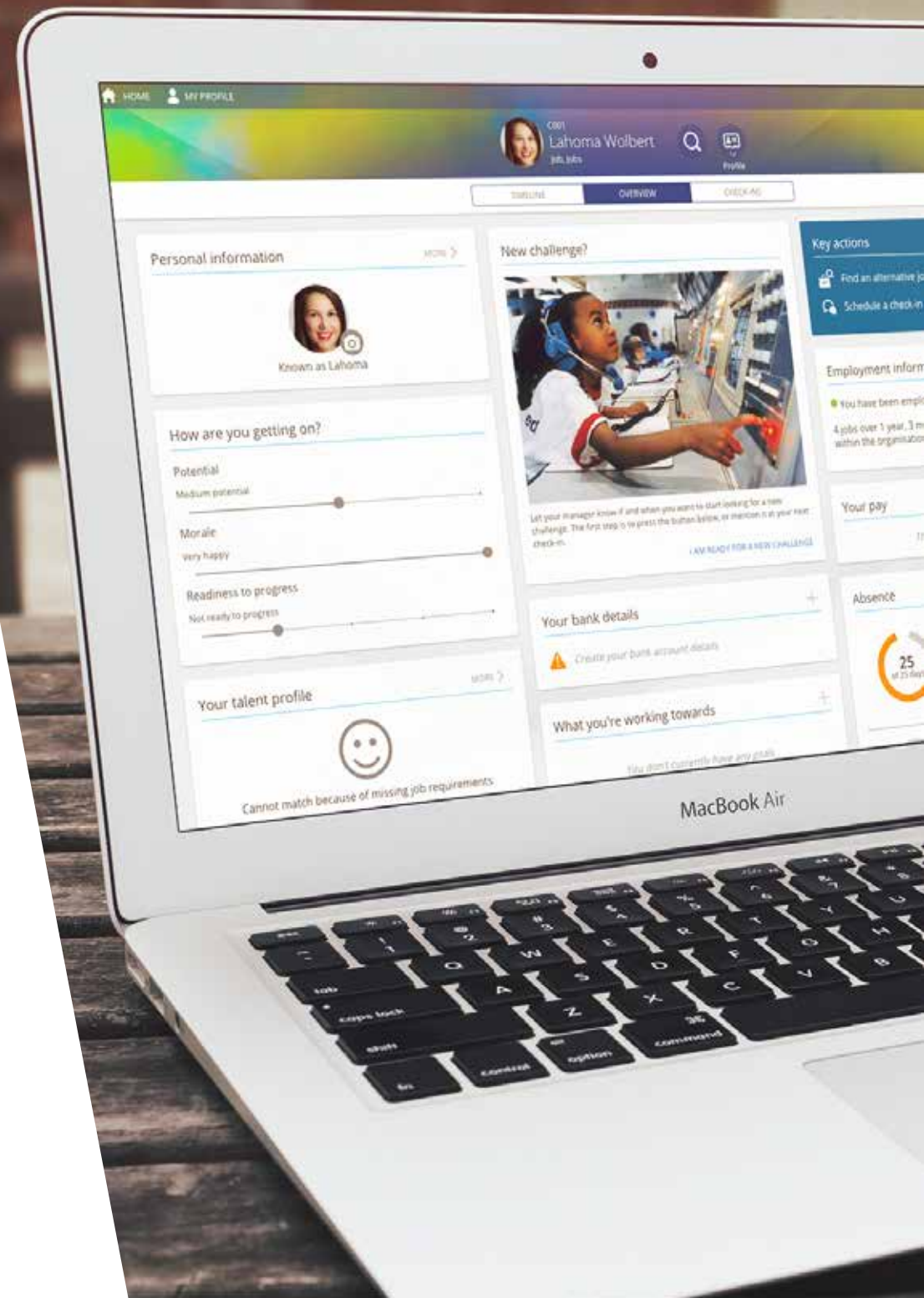
This collaborative workspace enables individuals and teams to support, co-create, experience and contribute to the sense of identity and meaning at the core of your business.



# A FULL WORK SYSTEM

People First not only combines the latest technology and thinking to prepare you for the future of work, it has all the standard features you would expect from a HR system.

Time and attendance, booking leave and seamless payroll integration are just some of the features that will help make HR admin tasks so much easier, not just for you, but your entire team.





# **TURN TALENT *ON***

People First lets you build and drive better recruitment campaigns, allowing applications through social channels, and helps you rate and shortlist candidates faster. And to ensure you are nurturing your existing talent, People First allows you to manage all development activities, from learning administration and career development through to organisational development.

You will gain access to the insights and tools needed to manage succession planning, simplifying all aspects of talent management.

This brings new levels of clarity, provides fresh insights and assists with continual organisational performance and future proofing.



# **QUICK START**

You can be up and running with People First within 12 hours, with the option to implement the system yourself, or through one of our implementation partners.

Whatever you choose, you'll have access to all the benefits of People First before you know it!







# **CLEAR** **BENEFITS**

All of this comes together to create something truly unique – a platform ready for the future of work, supporting collaboration and co-creation, and built using ground-breaking technology to remove the fundamental barriers to employee engagement and productivity.

The benefits for the organisation are clear: a happier, healthier, more productive workforce.

This drives top and bottom-line results through improved business and customer outcomes, and more efficient processes and reduced staff turnover.





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